

EXHIBIT 360

REDACTED PUBLIC
VERSION

Lucas Companies Base Pay Structure

	A	B	C	D	E	F
1	2006 Proposed Salary Structure					
2	Salary Grade	Minimum	Midpoint	Maximum	Structure Width	Structure Midpoint Differential
3	1				60.0%	
4	2				60.0%	12.0%
5	3				60.0%	12.0%
6	4				60.0%	12.0%
7	5				60.0%	12.0%
8	6				60.0%	12.0%
9	7				60.0%	12.0%
10	8				60.0%	12.0%
11	9				60.0%	12.0%
12	10				60.0%	12.0%
13	11				60.0%	12.0%
14	12				60.0%	12.0%
15	13				60.0%	12.0%
16	14				60.0%	12.0%
17	15				60.0%	12.0%
18	16				60.0%	12.0%
19	17				60.0%	12.0%
20	18				60.0%	12.0%
21	19				60.0%	12.0%
22	20				60.0%	12.0%
23	21				60.0%	12.0%

Lucas Confidential
Salary Structure

Confidential - Attorneys' Eyes Only



11/17/05

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